

**U.S. MISSION PAKISTAN – EMBASSY ISLAMABAD
VACANCY ANNOUNCEMENT NO. 15-101**

OPEN TO: In-House Candidates Only

OPENING DATE: July 2, 2015

TITLE: Engineer

CLOSING DATE: July 15, 2015

GRADE: FSN-12

AGENCY: USAID

POSITION NO: 80180-009 & 10 (Two Positions)

LOCATION: ISLAMABAD

SALARY: Rs. 3,180,449 P.A. (Starting salary)

***Final salary determination for the selected candidate will be based on the candidate's demonstrated (certified) salary history.**

NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The United State Agency for International Development (USAID/Pakistan) is seeking individuals for the position of Engineer for the Office of Infrastructure and Engineering (OIE) in Islamabad. The position is classified at the FSN-12 grade level. The starting salary for this position is Rs. 3,180,449 per annum and the maximum range is Rs. 5,946,536 per annum, per the current FSN Compensation Plan.

BRIEF DESCRIPTION OF DUTIES: The incumbent will manage implementation of a portion of the USAID/Pakistan's infrastructure programs, projected to reach approximately \$1 billion. The projects/activities include vertical structures, roads, dams, irrigation systems, rehabilitation of hydro-electric and thermal power plants as well as drinking water supply and sanitation systems. S/he provides input in the development of strategies and designing implementation of the infrastructure programs. In addition to the activities in the Islamabad office, the incumbent will also support engineering staff in the regional offices on a wide range of technical, environmental, managerial and implementation issues. The incumbent will perform as an Agreement/Contract Officer's Representative (A/COR) if delegated by the Agreement/Contracting Officer.

QUALIFICATION REQUIRED FOR FULL PERFORMANCE LEVEL:

EDUCATION: A minimum of bachelor's degree in Civil Engineering (a minimum of 16 years of education) from a recognized and/or accredited University is required.

EXPERIENCE: A minimum of ten years of relevant professional experience of which at least five years must be in physical infrastructure (Vertical, Horizontal, and water/waste water) planning, design, implementation, monitoring and evaluation is required. Previous experience with the GoP and donor agencies on infrastructure construction related programs is required.

LANGUAGE: Level IV (fluent) Reading/Writing/Speaking of English and Urdu is required. Language skills may be tested during the recruitment process.

KNOWLEDGE: Must have a professional knowledge of general civil engineering and construction principles, theories, concepts and practices as well as the ability to apply standard civil engineering practices, methods and techniques to perform a broad scope of general civil engineering work with latitude for independent actions. The incumbent should have an adequate knowledge and understanding of the concepts, principles, techniques and practices of assistance implementation planning, achieving, monitoring and evaluation.

ABILITIES & SKILLS: Must have the ability to establish and maintain contacts with GoP counterpart implementing agencies, other USG interest offices, donor institutions, relevant private-sector organizations, and NGOs. Ability to obtain, organize, analyze, evaluate and present information is required. Must be able to organize and draft clear, concise reports that are factual and analytical in nature. Capable of communicating with others clearly and concisely, able to obtain cooperation of individuals whose efforts s/he must integrate and coordinate. Computer skills may be tested during the recruitment process.

ADDITIONAL SELECTION CRITERIA:

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Applicants for the position must meet the **required** qualifications as advertised in the vacancy announcement.
5. Current employees who have voluntarily been reassigned/been promoted from one position to another are not eligible to apply within **six months** from the effective date of the reassignment/promotion.
6. Candidates need to indicate on the Application for Employment if any family member is working in the U.S. Mission Pakistan and, if so, in which section they are employed.
7. U.S. Mission Pakistan will not bear any travel expenses for testing, interviews, pre-employment clearances (if selected) or relocation for joining.
8. Please note that for In-House Candidates, employee's transfer or promotion, whichever is applicable, will be processed according to respective clauses of 3 FAM regulations.

TO APPLY:

Interested applicants must submit their duly completed [DS-174](#) (Application for Employment as LE Staff). **Applicants are advised to include all of their current and previous experience including duties and responsibilities that may not be directly related to the subject position. This information will be used as an official record of the applicant's prior work experience in the event he/she is selected for the position.** Applications should be forwarded on the following email/ mailing address. Applicants should clearly mark the position title and/or vacancy announcement number they are applying for on the envelope. Applications can also be submitted by email at FSNIslamabad@usaid.gov. While submitting through email, the Vacancy Announcement Number must be mentioned in the subject line.

**Human Resources Unit, Office of Executive Management, USAID/Pakistan
U.S. Embassy, Diplomatic Enclave, Islamabad**

Applications received after the closing date and incomplete applications will not be considered. Applications not submitted on the prescribed application form and on the given email/ mailing address will not be considered. Only short listed candidates will be contacted for their test/interview. To see all advertised positions, please visit Embassy website http://islamabad.usembassy.gov/employment_opportunities.html.

DEFINITIONS:

1. Ordinarily Resident (OR): A citizen of the host country or a citizen of another country who has the required work and/or residency permit for employment in country.
2. Not-Ordinarily Resident (NOR): Typically NORs are U.S. citizen EFM's (Eligible Family Members) and family members of United States Government personnel who are on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities.

CLOSING DATE FOR THIS POSITION: July 15, 2015

U. S. Mission, Pakistan is an equal opportunity employer. All applicants will receive consideration without regard to race, color, religion, gender, national origin, disability, age, sexual orientation, social status, or political ideologies/affiliation.